

STATE OF CALIFORNIA
OFFICE OF THE ADJUTANT GENERAL
STATE MILITARY RESERVE-MILITARY DEPARTMENT
9800 Goethe Road, P.O. Box 269101
Sacramento, California 958231-9101

CASR-CG

8 March 2005

MEMORANDUM FOR SEE DISTRIBUTION


SUBJECT: Warrant Officer Transitioning

1. The purpose of this letter is to review the current status of our Warrant Officer Corps and inform you of the direction of changes which you can expect in the coming months.
2. Many members of our Warrant Officer Corps have very developed and impressive civilian skills. However, of the approximately 70 Warrant Officers in the California State Military Reserve, all but 5 are CW2 or below with little or no certified military technical and branch specific skills and we have not afforded these Warrant Officers the opportunity or training to obtain them. Our training has been limited to an excellent but very short basic course. Furthermore, in most cases the purpose of seeking the commission in the Warrant Officer Corps was as a transitional step to the Commissioned Officer Corps.
3. In order to further improve our ability to offer highly trained Warrant Officers with technical skills needed to support the California National Guard it is my intent to introduce several changes in our Warrant Officer Corps:
 - a. First and most importantly the Warrant Officer Corps will be a career profession within the California State Military Reserve. Warrant Officers will be expected to have a career path and generally remain in the Warrant Officer Corps for the duration of their service in the California State Military Reserve.
 - b. There will be clearly defined and California State Military Reserve specific standards for appointment as a Warrant Officer with professional development requirements for advancement in the Corps. This will be based on U.S. Army standards with added requirements unique to the California State Military Reserve and elimination of those not relevant to our missions.
 - c. There will be a transitional program for current members of the Warrant Officer Corps who joined for the purpose of becoming Commissioned Officers.

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4. It is my intent that effective immediately no applicant will be appointed as a Warrant Officer who does not meet appointment standards. These will be announced on or about 15 Mar 05. Applicants must commit to developing their technical branch specific skills. The Warrant Officer Selection Boards will be charged with confirming that Warrant Officer Applicants meet the standards.


THOMAS A. SWIDLER
BG, CA SMR
Commanding

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